

EXHIBIT A

1 **COMP**

2 PETER L. CHASEY, ESQ.

3 Nevada Bar No. 007650

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8 *Attorneys for Plaintiff*

9 JANET RAGGI

FILED

JUL 9 4 41 PM '08

Clark County
CLERK OF THE COURT

DISTRICT COURT

CLARK COUNTY, NEVADA

10 JANET RAGGI,

11 Plaintiff,

12 vs.

13 LAS VEGAS METROPOLITAN POLICE
14 DEPARTMENT, a political subdivision of the State
15 of Nevada; THE LAS VEGAS POLICE
16 PROTECTIVE ASSOCIATION METRO, INC., a
17 Nevada Not For Profit Corporation, DONALD
18 LEMMONS, an individual; and DOES I through XXI,
19 inclusive.

20 Defendants.

) CASE NO.: A 5 6 7 1 1 8

) DEPT. NO.: XX

) **VERIFIED COMPLAINT**

21 Plaintiff, Janet Raggi, by and through her attorneys of record, the law firm Chasey Honodel,
22 hereby complains and alleges as follows:

PARTIES AND JURISDICTION

23 1. Plaintiff, Janet Raggi is and at all times relevant herein was a female resident of Clark
24 County in the State of Nevada employed by Defendant, Las Vegas Metropolitan Police Department.

25 2. Defendant, Las Vegas Metropolitan Police Department (hereinafter "LVMPD") is and
26 at all times relevant herein was a political subdivision in Clark County in the State of Nevada.

27 3. Defendant, The Las Vegas Police Protective Association Metro, Inc. (hereinafter
28 "LVPPA") is and at all times relevant herein was a Nevada Not for Profit Corporation licensed and
doing business in Clark County in the State of Nevada.

1 4. Defendant Donald Lemmons is and at all times relevant herein was a resident of Clark
2 County in the State of Nevada who used a screen name of "puhlamalu43" on the LVPPA forum
3 website.

4 5. Defendants, DOES I through XX are individuals, corporations, entities, associations,
5 and organizations whose true names, identities, and capacities are currently unknown to Plaintiff.
6 DOES I through XX permitted, controlled, directed, managed, or were otherwise responsible for the
7 tortious acts and/or omissions which caused injury and harm to Plaintiff. DOES I through XX
8 negligently, recklessly, intentionally, or otherwise caused the injuries and damages incurred by
9 Plaintiff and are legally liable and responsible for the circumstances alleged in this Complaint. Plaintiff
10 will ask leave of this Court to substitute the true names for the DOES I through XX when the true
11 names, identities, and capacities of such Defendants are discovered.

12 6. Defendant, DOE XXI is an individual known only by the screen name "sicwiti" who is
13 a commissioned officer employed by LVMPD but whose true name and identity is currently unknown
14 to Plaintiff. DOE XXI published false and private statements to third-persons which have harmed
15 Plaintiff's reputation. DOE XXI is legally liable and responsible for harm incurred by Plaintiff as
16 alleged in this Complaint. Plaintiff will ask leave of this Court to substitute the true name for the DOE
17 XI when the true name, identity, and capacity of such Defendant is discovered.

18 7. Defendant, LVMPD is an employer as defined in 42 U.S.C. § 2000e(b) and Plaintiff,
19 Janet Raggi, at all relevant times herein was an employee of Defendant, LVMPD as defined in 42
20 U.S.C. § 2000e(f).

21 8. On October 2, 2007, Plaintiff filed a Charge of Discrimination against LVMPD with the
22 Nevada Equal Rights Commission (hereinafter NERC) and the Equal Employment Opportunity
23 Commission (hereinafter EEOC).

24 9. On December 5, 2007, Plaintiff filed an Amended Charge of Discrimination against
25 LVMPD with NERC and the EEOC.
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1 10. On June 3, 2008, NERC and the EEOC issued a Right to Sue Letter to Plaintiff, less
2 than 90 days before the filing of this Complaint.

3 GENERAL FACTUAL ALLEGATIONS

4 11. On May 21, 1985, Plaintiff began employment with Defendant LVMPD.

5 12. In August 2006, Plaintiff was employed by Defendant LVMPD, as the only Senior Law
6 Enforcement Support Technician (hereinafter "SrLEST") in the Detention Services Division, North
7 Tower Bureau, C-Platoon.

8 13. At all relevant times, Plaintiff has complied with all rules and regulations as a non-
9 commissioned employee of Defendant LVMPD.

10 14. In August 2006, the membership of Defendant LVPPA consisted of commissioned
11 officers employed by LVMPD.

12 15. Defendant LVMPD authorized and instructed Defendant LVPPA to operate, host, and
13 monitor a forum and bulletin board website (hereinafter "website") where commissioned officers were
14 encouraged and permitted to publish and discuss matters of interest to officers employed by Defendant
15 LVMPD.

16 16. Defendant LVMPD permitted commissioned officers and Defendant LVPPA members
17 to access the website during work hours with Defendant LVMPD within their scope of employment.

18 17. Pursuant to Federal law, State law, common law, and internal policies, Defendant
19 LVMPD owed a duty to Plaintiff to provide a workplace free from sexual discrimination and sexual
20 harassment.

21 18. On August 21, 2006, Defendants published false, malicious, derogatory, and private
22 statements about Plaintiff's body and her alleged criminal and sexual habits on the website. Some of
23 those statements constitute libel per se.

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1 19. In September 2006, Plaintiff informed Defendants of the harm being caused by the
2 derogatory statements published about her on the forum website and Plaintiff requested Defendants
3 take any necessary action to terminate publication of the derogatory and private statements about
4 Plaintiff.

5 20. Defendant LVPPA refused to terminate publication and continued to publish the
6 derogatory and private statements with knowledge and disregard for the harm being caused to Plaintiff.
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8 21. Defendant LVMPD refused to terminate the publication of the statements but caused
9 the statements to be edited from "talking about her B— —BS hanging out" to "talking about her
10 hanging out" and from "she needs to dress like professional day worker not night walker" to "she
11 needs to dress like a professional day worker" which did not alter the derogatory and private nature of
12 the statements.

13 22. Subsequent to Defendant LVMPD inconsequential edit of the derogatory and private
14 statements, Plaintiff again requested Defendant LVMPD terminate the publication but Defendant
15 LVMPD refused.

16 23. As a direct and proximate result of Defendants' acts and omissions, Plaintiff's terms
17 and conditions of employment with Defendant LVMPD were adversely, severely, and pervasively
18 affected by the derogatory statements published on the forum website, including but not limited to:
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- 20 (A) Commissioned officers congregated near Plaintiff's desk to
- 21 discuss and stare at Plaintiff,
- 22 (B) Plaintiff was falsely given a reputation as sexually promiscuous,
- 23 (C) Commissioned officers were emboldened to make repeated and
- 24 unwanted verbally abusive sexual comments to Plaintiff, and
- 25 (D) Commissioned officers were emboldened to make repeated and
- 26 unwanted physical sexual advances toward Plaintiff.

27 24. Defendants and all of them acted with oppression, fraud or malice.
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1 25. Defendant LVMPD and Defendant LVPPA, by and through their managerial agents and
2 other responsible officials, ratified and authorized the oppression, fraud, and malice by their
3 employees.

4 **FIRST CAUSE OF ACTION**
5 **Defamation against all Defendants**

6 26. Plaintiff repeats, realleges, and incorporates Paragraphs 1 through 25.

7 27. Defendants have published false and derogatory comments about Plaintiff to third
8 persons which have harmed Plaintiff's reputation.

9 28. Defendants have published false statements accusing Plaintiff of committing crimes and
10 immoral acts which statements constitute libel per se.

11 29. As a direct and proximate cause of Defendants' defamation, Plaintiff is entitled to
12 compensatory damages in excess of \$10,000 to be proved at trial.

13 30. As a direct and proximate cause of Defendants' oppression, fraud, and malice, and
14 Defendants' ratification and authorization of such oppression, fraud, and malice, Plaintiff is entitled to
15 punitive and exemplary damages to punish and make an example of Defendants.
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17 **SECOND CAUSE OF ACTION**
18 **Public Disclosure of Private Facts against all Defendants**

19 31. Plaintiff repeats, realleges, and incorporates Paragraphs 1 through 30.

20 32. Defendants publicly disclosed private facts regarding Plaintiff that are and would be
21 objectionable and offensive to a reasonable person of ordinary sensibilities.

22 33. As a direct and proximate cause of Defendants' public disclosure of private facts,
23 Plaintiff is entitled to compensatory damages in excess of \$10,000 to be proved at trial.

24 34. As a direct and proximate cause of Defendants' oppression, fraud, and malice, and
25 Defendants' ratification and authorization of such oppression, fraud, and malice, Plaintiff is entitled to
26 punitive and exemplary damages to punish and make an example of Defendants.
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THIRD CAUSE OF ACTION
False Light against all Defendants

35. Plaintiff repeats, realleges, and incorporates Paragraphs 1 through 34.

36. Defendants have portrayed Plaintiff to the public in a false light.

37. Defendants' portrayal of Plaintiff is false and would be highly objectionable and offensive to a reasonable person of ordinary sensibilities.

38. Defendants' portrayal of Plaintiff in a false light was done intentionally and with conscious disregard for the falsity of the portrayal.

39. As a direct and proximate cause of Defendants' public disclosure of private facts, Plaintiff is entitled to compensatory damages in excess of \$10,000 to be proved at trial.

40. As a direct and proximate cause of Defendants' oppression, fraud, and malice, and Defendants' ratification and authorization of such oppression, fraud, and malice, Plaintiff is entitled to punitive and exemplary damages to punish and make an example of Defendants.

FOURTH CAUSE OF ACTION
Intentional Infliction of Emotional Distress against all Defendants

41. Plaintiff repeats, realleges, and incorporates Paragraphs 1 through 40.

42. Defendants' acts and omissions are and have been extreme and outrageous.

43. Defendants' acts and omissions were committed with the intention of harming Plaintiff or with reckless disregard for whether the acts and omissions would harm her.

44. As a direct and proximate cause of Defendants' intentional infliction of emotional distress, Plaintiff is entitled to compensatory damages in excess of \$10,000 to be proved at trial.

45. As a direct and proximate cause of Defendants' oppression, fraud, and malice, and Defendants' ratification and authorization of such oppression, fraud, and malice, Plaintiff is entitled to punitive and exemplary damages to punish and make an example of Defendants.

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FIFTH CAUSE OF ACTION
Sexual Discrimination against LVMPD

46. Plaintiff repeats, realleges, and incorporates Paragraphs 1 through 45.

47. Plaintiff is a female and belongs to a protected class of persons protected by Title VII of the United States Code which prohibits discrimination against employees on the basis of their gender.

48. Plaintiff was performing according to Defendant LVMPD's legitimate expectations.

49. Plaintiff suffered adverse employment action as a result of Defendant LVMPD's refusal and failure to terminate the publication of derogatory statements about Plaintiff on the forum website.

50. Defendant LVMPD's refusal to terminate the publication of derogatory statements about Plaintiff was substantially based on Plaintiff's gender.

51. Defendant LVMPD's policy for terminating publication of derogatory statements has an unequal impact on women as compared to men.

52. Defendant LVMPD has not permitted publication of derogatory statements about similarly situated males.

53. Defendant LVMPD's refusal to terminate the publication of derogatory statements about Plaintiff constitutes an offensive and impermissible discrimination on the basis of gender.

54. As a direct and proximate cause of Defendant's sexual discrimination, Plaintiff is entitled to compensatory damages in excess of \$10,000 to be proved at trial.

55. As a direct and proximate cause of Defendant's oppression, fraud, and malice, Plaintiff is entitled to punitive and exemplary damages to punish and make an example of Defendant LVMPD.

SIXTH CAUSE OF ACTION
Sexual Harassment against LVMPD

56. Plaintiff repeats, realleges, and incorporates Paragraphs 1 through 55.

57. Plaintiff is a female and belongs to a protected class of persons protected by Title VII of the United States Code which prohibits harassment against employees on the basis of their gender.

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59. Defendant's sexual harassment of Plaintiff was sufficiently severe and pervasive to alter the conditions of Plaintiff's employment and create an abusive work environment.

60. As a direct and proximate cause of Defendant's sexual harassment, Plaintiff is entitled to compensatory damages from Defendant LVMPD.

61. As a direct and proximate cause of Defendant's outrageous, oppressive and malicious acts, Plaintiff is entitled to punitive and exemplary damages to punish and make an example of Defendant LVMPD.

WHEREFORE, Plaintiff, JANET RAGGI respectfully prays for relief and judgment as follows:

- A. For trial by jury,
- B. For compensatory damages to be proved at trial,
- C. For punitive damages against each Defendant in an amount sufficient to punish and make an example of their misconduct,
- D. For reasonable attorneys' fees, costs, and interest as permitted by law,
- E. For such other and further relief this Court deems just and proper.

Dated this 8TH day of July, 2008.

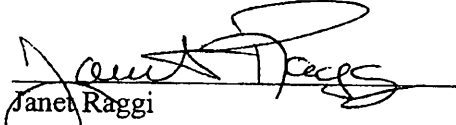

PETER L. CHASEY, ESQ.

JANET RAGGI

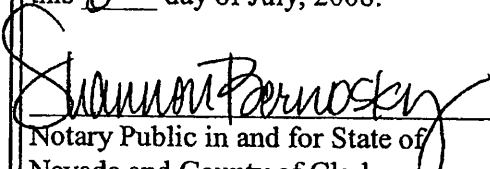
VERIFICATION

I, Janet Raggi, hereby swear and verify I have read the foregoing Verified Complaint, know the contents thereof, and attest to the truth of the matters set forth herein, except for those allegations made upon information and belief and as to those allegations I believe them to be true and accurate.

Dated this 8th day of July, 2008.


Janet Raggi

Subscribed to and Sworn to before me
this 8th day of July, 2008.


Notary Public in and for State of
Nevada and County of Clark

